

State-wide allied health workforce education

Providing support for disease management and interprofessional collaboration

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With permission from Boré Hoekstra

- Allied health professionals work in primary health care setting and play an important role in the prevention and management of chronic disease
- CDM requires team work. Contents has an interprofessional focus and is of interest to more than one discipline
- The CPD program is evidence-based and has a comprehensive evaluation framework
- The program is expanding to other jurisdictions and is supported by professional groups

Eligible Professional Groups

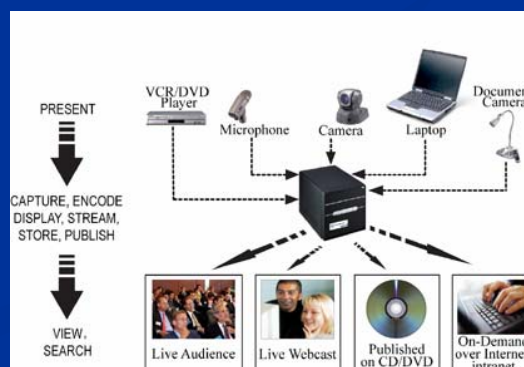
- Allied Health Assistants
- Art Therapy
- Audiology
- Biomedical Science
- Dietetics
- Health Promotion
- Hospital Pharmacy
- Medical Laboratory Science
- Medical Physics
- Music Therapy
- Nuclear Medicine
- Occupational Therapy
- Optometry
- Orthoptics
- Physiotherapy
- Podiatry
- Prosthetics/Orthotics
- Psychology
- Radiation Therapy
- Radiography
- Social Work
- Speech Pathology
- Others (e.g. mental health, management)

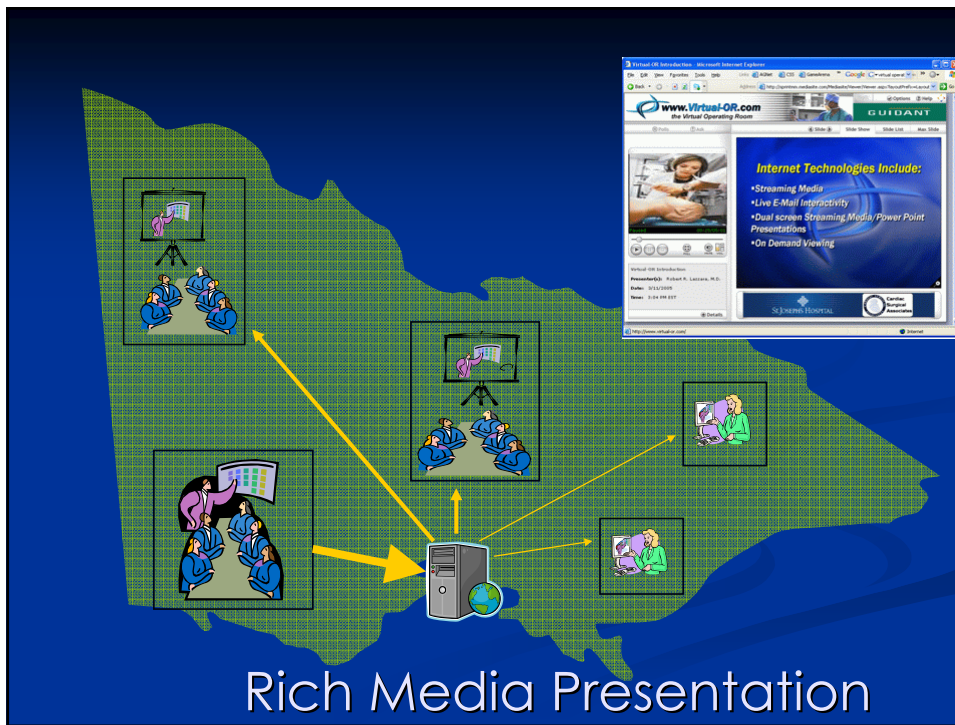
Technology layers

- Rich Media Presentations
 - Web streaming
 - On demand recordings
- Portal
 - Access
 - Discussion, peer interaction
 - Feedback
- To come...
 - Additional portal items (wiki, repository etc)
 - Statements for purpose of mandatory CPD

Recording Presentations

- Interactivity at event (face-to-face and VC) is recorded and made available for viewing
- Web viewing is retrospective unless bandwidth permits to stream out live
- The recording
 - CBOX3
 - 6 x Video Sources
 - 4 x Audio Sources
 - A/V output
 - VGA screen & video capture





Web portal www.cpdforalliedhealth.org

- Personalised access to CPD information
- Archive of presentations and other material
- Online discussion board
- Announcements
- Calendar
- Evaluation

Possible program outcomes

- Values
 - Beliefs, attitudes and attributes that drive performance
- Competencies
 - Specific abilities and activities that would be expected to be performed within an occupation or function
- Behaviour
 - Display of values and competencies in work conduct
- Effectiveness levels
 - Personal, group, organisational

Evaluation framework

- Pre-program survey (PPS)
(incl. acceptability of VC and Rich Media access)
- Follow-up survey
- Evaluation of each session (learning objectives, relevance, impact, skills competencies)
- Other (e.g. number of registrations, viewings, discussion points)

PPS - Research questions

- What are relevant values and behaviours that apply in everyday rural work and competencies that are used?
- What do professionals want to get out of CPD?
- Does CPD access assist career goal achievement and prolonged rural practice?
- Are there IT barriers and or issues with retrospective access?

PPS - Data collection

- Ongoing
- Professionals are invited to complete the survey when registering
- Data collection started in May 2007
- Approx. 400 account holders in January 2008, with 165 completed surveys

Results

- 38% is 30 years of age or younger
- 16 professions (PT 38.8%, OT 15.8%)
- Most work in public sector (11.8% private, 8.5% NGO)
- 35.8% work in acute setting
- 59.4% supervise students
- 30.3% manage other professionals
- 72.7% is member of a professional group

Continued ...

- 70.3% expect that program access assists with becoming part of a network
- 56.4% think that access is likely to make them to stay in rural practice for longer
- 80% favour work exchange with others to increase knowledge and skills
- 80.6% think that CPD access assists with achieving career goal
- Professionals recognise relevance of values, competencies and behaviours, although there are differences between groups

Age and values, competencies and behaviours

- Age groups:
 1. 20-30 (n=60)
 2. 31-45 (n=60)
 3. ≥ 46 (n=45)
- Emotional IQ
 - $3 > 2 > 1$ (p 0.001)
- Vision, environmental awareness
 - $3 > 2 > 1$ (p 0.018)
- Courage
 - $3 > 2 > 1$ (p 0.043)
- CPD and achieving career goal
 - $1 > 2 > 3$ (p 0.030)
- CPD and staying in rural practice for longer
 - $1 > 2 > 3$ (p 0.020)

Age continued ...

- Age groups:
 1. 20-30 (n=60)
 2. 31-45 (n=60)
 3. ≥ 46 (n=45)
- Increased confidence in role
 - $1 > 3 > 2$ (p 0.003)
- Working with diverse populations and needs
 - $3 \geq 1 > 2$ (p 0.013)
- Managing difficult conversations
 - $3 > 1 > 2$ (p 0.045)
- Giving and receiving feedback
 - $3 > 1 > 2$ (p 0.036)

CPD and IT access

- 65.2% have no problems with e-conferencing
- 61.8% have no problems with VC
- 81.4% have no problems accessing retrospectively via the web
- 74.2% find VC or e-access acceptable to excellent
- 34.2% find that maximum proportion of VC or e-access = 41-60%

Personal effectiveness training – Follow up (Training format: Face-to-face)

- Using time more effectively (68%)
- Communicate more effectively one to one (80%) and in groups (72%)
- Listening when communicating (68%) and dealing more effectively with conflict (72%)
- Working more effectively in teams (60%)

Discussion

- Role of AH in chronic disease management (e.g. understanding older people and the disease)
- Working in rural and remote areas (i.e. greater variety of conditions, being a generalist specialist)
- Working effectively (personal, team, organisation)
- Number of young professionals starting rurally
- Age & values, competencies and behaviours
- Age & propositional (theory, research) versus non-propositional (experiential – professional, personal) forms of knowledge (or tacit versus intuitive)
- Acceptance of IT (VC and web access)
- Potential effect on rural health service capacity

Direction of the program

- More platforms
 - Existing platform of IP education
 - Discipline-specific CPD (with possible mutual access between specified groups)
- Sustainability
 - Jurisdictions – national program
 - Professional groups

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References

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